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**WORK LIFE BALANCE, LEADERSHIP STYLE AND
TURNOVER INTENTION AMONG GENERATION Y IN
MALAYSIA**



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MASTER OF SCIENCE (MANAGEMENT)

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WORK LIFE BALANCE, LEADERSHIP STYLE AND TURNOVER
INTENTION AMONG GENERATION Y IN MALAYSIA

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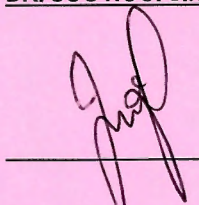
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ABSTRACT

The primary purpose of this study was to investigate the relationship of Work Life Balance and Transformational Leadership style towards turnover intention among Generation Y in Malaysia. Primary data was collected through distribution of 500 questionnaires to Generation Y respondent regardless of industries, position or type of job. A in total of 400 useable questionnaires were returned and are used for data analysis by using IBM Statistical Package for Social Science 25 version. The result of the study revealed a significant negative relationship between Work Life Balance and Turnover Intention. Transformational leadership is found negatively related to Turnover Intention. This study has revealed that as long Gen Y feel a balance between work and life, and they are under the supervision of transformational leadership, they are less likely to have the intention of quit.

Keywords: work life balance, transformational leadership, turnover intention.



ABSTRAK

Tujuan utama kajian ini dijalankan adalah untuk mengkaji hubungan antara work life balance dan cara kepimpinan transformasional terhadap niat berhenti kerja dalam kalangan Generasi Y di Malaysia. Data primer dikumpulkan melalui pengedaran 500 soal selidik kepada responden Generasi Y daripada pelbagai industry, jawatan dan jenis kerja. Sejumlah 400 soal selidik yang boleh digunakan telah dikembalikan dan dianalisis dengan menggunakan aplikasi Statistical Package for Social Science (SPSS) versi 25.0. Keputusan kajian ini menunjukkan bahawa, terdapat hubungan signifikan yang negative antara “work life balance” dan niat berhenti kerja. Kepimpinan transformasional mendapati hubungan signifikan yang negative terhadap niat berhenti kerja. Kajian ini telah menunjukkan bahawa selagi Gen Y merasakan keseimbangan antara kerja dan kehidupan, juga mereka berada di bawah kepimpinan transformasional, mereka cenderung ke tidak mempunyai niat untuk berhenti kerja.

Kata Kunci: work life balance, kepimpinan transformasional, niat berhenti kerja.

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CHAPTER ONE

INTRODUCTION

1.1 Introduction

This study is conducted in the intention to investigate turnover intention among Generation Y in Malaysia. There are numerous studies conducted by academicians and organization on turnover intention but studies specifically on turnover intention among Gen Y in Malaysia are limited. To be more precise, this study will be investigating the relationship between Work Life Balance, Leadership Style, and Turnover Intention among Generation Y. Meanwhile, this chapter will be providing initial information about the background of study, problem statement, research objectives, and research questions, significance of study, scope of study and definition of variables terms will be discussed.

1.2 Background of Study

As technologies advance by time, the impact on socioeconomic has been significant. Technology advancement undeniably has been playing a significant role in economy growth of many countries, especially in developing countries. Many industries are gaining advantage of technology by introducing automated and high technology machineries to increase efficiency, effectiveness, cost reduction and profit making. Since the first Industrial Revolution during the 1800s, mass production being introduced and continuous technology improvement has been made to sustain businesses in a competing global market. The first industrial revolution pioneers with mechanization, continued by second revolution with electrification and mass production, then the third revolution was characterized by digitalization and lately the revolution triggered by the development of Information Communication Technologies (ICT) (Rojko,2017). At the same time, it is also important to portray the importance of labor force that has been a valuable asset in an organization. Without the labor workers, an organization could not succeed with the current global competitive environment. Labor workers have been a backbone for the growth of first industrial revolution till the forth industrial revolution.

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APPENDICES

Dear Respondents,

I am the Postgraduate student of Othman Yeop Abdullah Graduate School of Business, University of Utara Malaysia and presently doing a thesis on "Turnover Intention among Gen Y in Malaysia". I wish you could kindly help me to fill in this questionnaire and I assure that the information is strictly for academic purposes and shall be kept confidential. Thank you for participating in this survey and appreciate your support on this matter.

Regards,

Louis Marcus

Section A: Demographic

Please mark (v) for suitable answer.

Gender :		Number of Child/Elderly:		Marital Status:	
Male	<input type="text"/>	receives care at home	<input type="text"/>	Single	<input type="text"/>
Female	<input type="text"/>	0	<input type="text"/>	Married	<input type="text"/>
		1	<input type="text"/>	Separated/Divorced	<input type="text"/>
Age :		2	<input type="text"/>		
19-24	<input type="text"/>	3	<input type="text"/>	Tenure Years:	
25-30	<input type="text"/>	4	<input type="text"/>	1≤	<input type="text"/>
31-36	<input type="text"/>	≥5	<input type="text"/>	1≥5	<input type="text"/>
37-42	<input type="text"/>			6≥10	<input type="text"/>
				11≥15	<input type="text"/>
				16≥20	<input type="text"/>

Section B: Work Life Balance

Please mark (v) for the suitable answer

Strongly Disagree (SD)	Disagree (D)	Neutral (N)	Agree (A)	Strongly Agree (SA)
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No	Question	SD	D	N	A	SA
1	I have sufficient time away from my job to maintain adequate work and personal/family life balance.					
2	I am easily able to balance the demands of my work and personal/family life.					
3	I maintain a good balance between work and other aspects of my life.					
4	When I take a vacation, I am able to separate myself from my work and enjoy myself.					
5	I am able to meet my family responsibilities while still doing what is expected of me at work.					
6	I have social life outside of my work.					
7	I am able to stay involved in non-work interests and activities.					
8	All in all, I am successful in balancing my work and personal/family life.					

Section C: Leadership Style

Please mark (✓) for the suitable answer

Strongly Disagree (SD)	Disagree (D)	Neutral (N)	Agree (A)	Strongly Agree (SA)
---------------------------	--------------	-------------	-----------	------------------------

No	Question	SD	D	N	A	SA
1	My supervisor communicates a clear and positive vision of the future.					
2	My supervisor treats me as individual, supports and encourages my career development.					
3	My supervisor gives encouragement and recognition.					
4	My supervisor fosters trust, involvement, and cooperation among team members.					
5	My supervisor encourages thinking about problems in new ways and questions assumptions.					
6	My supervisor is clear about his or her values and practices what he or she preaches.					
7	My supervisor instills pride and respect in others and inspires me by being highly competent.					

Section D: Turnover Intention

Please mark (✓) for the suitable answer

Strongly Disagree (SD)	Disagree (D)	Neutral (N)	Agree (A)	Strongly Agree (SA)
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No	Question	SD	D	N	A	SA
1	I will stay with this company for as long as I can					
2	I will leave this company if I receive another job offer.					
3	I plan to leave this organization within the next year.					
4	I think a lot about leaving the organization I work at.					
5	I do not think I will spend my entire career with this company.					
6	As soon as it is possible, I will leave this company.					

-THE END-